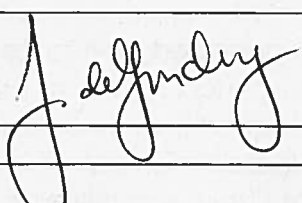


**Haringey** Council

<b>Report for:</b>	Cabinet 20 <sup>th</sup> March 2012	<b>Item Number:</b>	
<b>Title:</b>	Equal Opportunities Policy and Corporate Equality Objectives		
<b>Report Authorised by:</b>	Stuart Young, Assistant Chief Executive 		
<b>Lead Officer:</b>	Eve Pelekanos, Head of Strategy & Business Intelligence		
<b>Ward(s) affected:</b> All		<b>Report for Key Decisions:</b>	

**1. Describe the issue under consideration**

1.1 We have updated our Equal Opportunities Policy to bring it in line with the Equality Act 2010. A set of equality objectives form the delivery plan of the Policy which are to be agreed every four years in consultation with local people. The key objectives will be based around addressing any inequality in the:

- Provision of services (across employment, housing, education, health & crime)
- Employment of staff
- Procurement and commissioning processes

1.2 We have a duty to publish the objectives by 6<sup>th</sup> April 2012.

**2. Cabinet Member introduction**

2.1 I am pleased to introduce this updated and revised version of our Equal Opportunities Policy and corporate equality objectives which reflect the changes in the legislation set out in the Equality Act. The policy and corporate equality objectives support the Council's vision as set out in the Rethinking Haringey: One Borough, One Future paper of '*One Borough, One Future: Reducing inequalities – ambition for the better society.*'



- 2.2 The paper, published in January 2011, sets out our commitment to promoting equality, tackling disadvantage and improving the life chances of residents, especially those who are the most vulnerable.

### **3. Recommendations**

- 3.1 Cabinet is asked to consider and agree the updated Equal Opportunities Policy and set of equality objectives.

### **4. Other options considered**

- 4.1 Many potential equality objectives were considered for inclusion in the delivery plan. These included addressing inequality in employment, housing, education, health, crime, procurement, fair access to existing community assets and ensuring a balanced workforce. A summary of the consultation report is attached as Appendix C, which provides an overview of the options considered (in which Section D outlines the changes made following the consultation). A full consultation report is available at [www.haringey.gov.uk/equaloppspolicy](http://www.haringey.gov.uk/equaloppspolicy). Copies of this report will also be made available at the meeting.
- 4.2 A set of eight equality objectives have been identified which reflect local circumstances, as stipulated in the Equality Act 2010 (Specific Duties) Regulations 2011. They have been based on consideration of the consultation feedback and analysis of relevant data (through needs assessments, performance reports, national and regional governmental reports) and Equality Impact Assessments. They have also been identified with due regard to the general duty, contained within the Act, which requires councils to consider provision of services, the employment of staff and procurement and commissioning process. The eight objectives will form the basis of our delivery plan for 2012/13.
- 4.3 Consultation with residents, voluntary and community groups, and council staff showed a broad level of support for the areas being addressed by the Equality Objectives. A wide range of issues were raised in the consultation, however there was limited consensus around any particular new objectives that should be included in the delivery plan (a summary of the consultation responses is attached as Appendix C). Suggestions were considered alongside the relevant data which resulted in new objectives around young people experiencing crime and the employment of staff being included. All other suggestions will be sent to service leads for them to consider as part of their business planning process and to inform the development of key strategies. Consultation feedback will also be discussed at the Corporate Equalities Board.
- 4.4 The equality objectives will be monitored through a SMART delivery plan. This will be revised on an annual basis in order to reflect changing circumstances and to update the objectives in light of progress made. Areas of inequality not included in the equalities objectives at this time will be considered for inclusion in later years i.e. 2013/14 onwards. Where council strategies are currently being revised it was not possible to consider them for the current delivery plan. Any key areas of inequality identified by these strategies will also be considered for inclusion in later years.



- 4.5 The Council has many initiatives in place aimed at tackling inequality across different issues. It is not possible to include all of them as objectives for this delivery plan. The fact that many have not been included does not mean that the issues have been ignored; they are being taken forward within our existing service delivery plans.

## 5. Background information

- 5.1 The Equality Act 2010 brings together the provisions of previous equal rights legislation into a single legal framework and creates a single Equality Duty.
- 5.2 The new public sector equality duty has two elements:
- Section 149 general duty
  - Specific duties
- 5.3 *Section 149: General duty* is a duty on public authorities and others carrying out public functions. Its purpose is to ensure that public authorities such as the Council consider the needs of all individuals in their day-to-day work in all their activities – in developing policy, in delivering services and in relation to their employees. This came into force on 5<sup>th</sup> April 2011 and requires public authorities to “have due regard to the need to:
- eliminate discrimination, harassment and victimisation;
  - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 5.4 Under the *specific duties* the Council is required to:
- Publish annually, equality data relating to the workforce.
  - Publish annually, performance data on how effectively the Council is achieving the aims of the S149 duty i.e. to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations.

From 6 April 2012, and every four years thereafter, the Council must also publish “one or more equality objectives” that are specific, measurable and are related to the general duty. A description of the legal and policy framework for the Equality Act 2010 is available on the council website: [www.haringey.gov.uk/equaloppspolicy](http://www.haringey.gov.uk/equaloppspolicy).

- 5.5 The Equal Opportunities Policy sets out the Council’s commitment to promoting equality of opportunity for everyone in Haringey. It describes how we will endeavour to meet the requirements of the Equality Act 2010 and deliver our Public Sector Equality Duty. An executive summary of the Policy is provided in Appendix A together with the delivery plan (Appendix B). A full version of the Policy together with information about the local context and the equalities monitoring form are available at: [www.haringey.gov.uk/equaloppspolicy](http://www.haringey.gov.uk/equaloppspolicy). Copies of this report will also be made available at the meeting.
- 5.6 In developing this strategy we have carried out a three month consultation with residents, staff and stakeholders during November 2011 and January 2012. Members were also consulted. In addition to the Policy staff were also consulted



on the Equal Opportunities staff handbook which details their rights and responsibilities.

5.7 Eight equality objectives have been identified (described in paragraph 4.2) to form the basis of our delivery plan and are outlined in Appendix B. We have a duty to publish these objectives by 6<sup>th</sup> April 2012. The objectives align with the Equality Act and the aims of the Policy in addressing any inequality in the the following areas:

- Provision of services (across employment, housing, education, health & crime)
- Employment of staff
- Procurement and commissioning processes

5.8 We are required to produce a new delivery plan every four years, following consultation with local people. In addition to this we will also review the delivery plan annually and update the objectives to reflect new and emerging issues. We will publish an annual report on our performance and invite the public to comment on how well we are doing.

5.9 The Policy and delivery plan, together with an easy words and pictures version, will be uploaded to our web page at the end of March 2012. The Equal Opportunities staff handbook is also being updated and will be published at that time.

## **6. Comments of the Chief Finance Officer and financial implications**

6.1 The report author has confirmed that, where we are required to publish data or policies such as the Policy and delivery plan and the revised council staff handbook, these are largely expected to be done online so attracting no or minimal cost.

6.2 There are no further financial implications to highlight.

## **7. Head of Legal Services and legal implications**

7.1 The Head of Legal Services has been consulted on this report. There is no requirement under the Equality Act 2010 for the Council to have an Equal Opportunities Policy. However having such a policy will assist the Council in meeting its equality duties.

7.2 Section 149(1) of the Equality Act 2010 states that a public authority must, in the exercise of its functions, have due regard to the need to -

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

7.3 In relation to 7.2(b) above this involves having due regard in particular to the need to

- a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic



- b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
  - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
- 7.4 In relation to 7.2(c) above this involves having particular regard to the need to
  - a) tackle prejudice and
  - b) promote understanding
- 7.5 The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In relation to marriage and civil partnerships the element of the general duty to have due regard to the need to eliminate discrimination only applies.
- 7.6 Functions include all powers and duties which in turn include decisions about policies and procedures, budgetary decisions, appointments, allocating resources, regulation and service provision among others. Due regard means that authorities should give due weight to the need to promote equality in proportion to its relevance in the circumstances under consideration.
- 7.7 The Council is required under regulation 2(1) of The Equality Act 2010 (Specific Duties) Regulations 2011 to publish information to demonstrate its compliance with the duty imposed by section 149(1) of the Act. Under regulation 2(4) the information published in compliance with regulation 2(1) must include, in particular information relating to persons who share a relevant protected characteristic who are
  - a) its employees
  - b) other persons affected by its policies and practices
- 7.8 The Equality and Human Rights Commission has published *Equality information and the equality duty: A guide for public authorities*. The guide states that 'although there is no explicit legal requirement to collect and use equality information across the protected characteristics, in order to have due regard to the aims of the general duty (as set out at 7.2(a) to (c) above) public authorities must understand the impact of their policies and practices on people with protected characteristics.'
- 7.9 The guide also states that 'where response rates to questionnaires (or surveys for staff or service users) are routinely low, being clearer about why you are collecting the information, how you intend to use it, and how it is helping improve your performance may improve return rates. It is important that you do not say, or imply, that monitoring questions are compulsory.'
- 7.10 In addition under regulation 3(1) the Council must prepare and publish one or more objectives it thinks it should achieve to do any of the things mentioned at 7.2 (a) to (c) above. Further the objectives must be published (a) not later than 6th April 2012; and (b) subsequently at intervals of not greater than four years beginning with the date of last publication. In terms of the manner of publication under regulation 4(1) this is to be done in such a manner that the information is



accessible to the public and under regulation 4(2) the Council may comply with a duty to publish information by publishing it within another published document.

- 7.11 The Equality and Human Rights Commission has published 'Objectives and the equality duty: A guide for public authorities.' The guide states that objectives should be SMART that is specific, measurable, achievable, realistic and time-bound and should be based on robust evidence of need. It also states that it would be helpful to demonstrate how the proposed objectives relate to the Council's published equality information. Consideration should also be given, when setting objectives, as to what extent a function or policy affects discrimination, equality of opportunity and good relations and the extent of any disadvantage that needs to be addressed. The guide also refers to engagement that is consultation, with members of the public, voluntary organisations, staff networks and trade unions in order to help in identifying priority areas for setting objectives.
- 7.12 In terms of consultation it must be undertaken when proposals are still at a formative stage. It must include sufficient reasons for particular proposals to allow those consulted to give intelligent consideration and an intelligent response, adequate time must be given for this purpose and the product of the consultation must be conscientiously taken into account when the ultimate decision is taken. The details and results of the consultation are set out in Appendix C to the report.
- 7.13 Further due consideration must be given to the authority's public sector equality duties (set out above) before a final decision is reached taking into account what is set out in the equalities section of the report below at paragraph 8.1 and the equality impact assessment which is attached at Appendix D.

## 8. Equalities and Community Cohesion Comments

- 8.1 An Equality Impact Assessment (EqIA) has been undertaken. The purpose of the EqIA was to determine how the Council meets the general duty to support the delivery of the Policy, by focusing on one of the specific duties which is to *"set and publish equality objectives that are evidenced based and are specific, relevant and above all measurable"*.
- 8.2 The setting of equality objectives should ensure that we advance equality of opportunity, which services are delivered in a non-discriminatory way, and access to services is tailored appropriately for the protected characteristics.
- 8.3 The EqIA found that the proposed corporate equality objectives are likely to reduce the barriers for protected groups in relation to the areas covered: employment, housing, crime, education, health, employment of staff and procurement and commissioning. A summary of the rationale and performance measures relating to each objective is given in Appendix B. Actions to achieve the objectives are included in our key strategies and business plans.
- 8.4 Appendix D summarises the EqIA; it includes the issues raised and action to address them which are not covered by the proposed objectives and which are likely to produce no change or to increase barriers for protected groups. The issues include:



- **Data collection and Analysis** – further data is needed to monitor the impact of some of the objectives on the protected groups
- **The need to update/ review the equality objectives** for 2013/14
- **Provision of services** – actions have been identified in relation to health (teenage pregnancy and smoking), crime (domestic and gender based violence) and employment (monitoring women's employment)

## **9. Head of Procurement Comments**

9.1 N/A

## **10. Policy Implication**

10.1 The Equal Opportunities Policy underpins all the Council's activities in relation to our equality duties. It is therefore necessary to update the current Equal Opportunities Policy to reflect the changes in equalities legislation.

## **11. Use of Appendices**

- Appendix A: Equal Opportunities Policy Executive Summary
- Appendix B: Delivery Plan - Equality Objectives 2012-16
- Appendix C: Consultation Feedback report summary
- Appendix D: Summary Equalities Impact Assessment

## **12. Local Government (Access to Information) Act 1985**

12.1 N/A



## Appendix A

# Equal Opportunities Policy Summary

The Policy sets out the Council's commitment to promoting equality of opportunity for everyone in Haringey. It describes how we will endeavour to meet the requirements of the Equality Act 2010 and deliver our Public Sector Equality Duty to:

- eliminate discrimination
- advance equality of opportunity between different groups
- foster good relations between groups in Haringey

The Policy covers:

- Haringey residents
- visitors to Haringey
- council staff
- anyone who uses council services

There are nine equalities groups that are covered by the Policy. These are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy/maternity
- Race
- Religion or belief
- Sex (formerly gender)
- Sexual orientation

The aim of this Policy is to create: ***'A council which ensures the provision of services appropriate to local need, valued by all and delivered by staff who reflect the diverse communities we serve'.***

This will be achieved by promoting and demonstrating fairness and equality of opportunity in:

### 1. Provision of services - this means

- Fair **access** to services
- Fair **treatment** while accessing and receiving services
- Equal **quality** of service offered
- Fair **outcomes** for all service users.

### 2. Employment of staff - this means

- Fair **access** to jobs
- Fair **treatment** in employment
- Fair **access** to training and development opportunities



- **The right of every employee:**

- Not to be discriminated against, harassed, victimised or bullied;
- To make a complaint when they feel they have been unfairly treated, harassed or bullied and to have their complaints acted upon.
- To challenge and bring discriminatory acts and behaviour to the attention of an appropriate person for action
- To be respected and valued for who they are and for what they contribute
- Not to discriminate, harass, victimize or bully another employee; to respect other employees and value them for who they are and for what they contribute to the work of the Council.

**3. Procurement and commissioning, through procurement and commissioning systems and processes that are:**

- Fair
- Accessible to all
- Transparent
- Consistent with our public sector equality duty

**4. Achieving progress against clear and specific equality objectives and related targets**

The Council will work towards the aims of this Policy through delivery of a set of equality objectives agreed every four years in consultation with local people. The key objectives will be based around addressing any inequality in the:

- Provision of services (across employment, housing, education, health & crime)
- Employment of staff
- procurement and commissioning processes



## Appendix B

# Corporate Equality Objectives 2012-16

The proposed eight equality objectives are taken from our key strategies<sup>1</sup>, have been identified to reflect local circumstances, as stipulated in the Equality Act 2010 (Specific Duties) Regulations 2011. They have been based on consideration of the consultation feedback and analysis of relevant data (through needs assessments, performance reports, national and regional governmental reports) and Equality Impact Assessments.

The objectives have also been identified with due regard to the general duty, contained within the Act, which requires councils to consider provision of services, the employment of staff and procurement and commissioning process. The eight objectives will form the basis of our delivery plan for 2012/13.

Consultation with residents, voluntary and community groups, and council staff carried out during November 2011-January 2012 showed a broad level of support for the areas being addressed by the Equality Objectives. A summary of the consultation report can be found in Appendix C, which provides an overview of the options considered. A full consultation report is available at [www.haringey.gov.uk/equaloppspolicy](http://www.haringey.gov.uk/equaloppspolicy).

Actions to deliver the objectives are included in our key strategies. We will set targets based on relevant performance measures which will be monitored at the Council's Corporate Equality Board and included in the Council's performance reports.

We will review the delivery plan annually and update the objectives to reflect new and emerging issues. We will publish an annual report on our performance and invite the public to comment on how well we are doing.

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<sup>1</sup> Detailed evidence to support the objectives can be found in the [Haringey Borough Profile](#).  
Produced by Strategy and Business Intelligence, Haringey Council



Provision of services		
Equality objective	Rationale	Performance measures
1. To develop work and skills programmes to help Black and minority ethnic (BME) communities, young people and disabled people find work	<p>Haringey has some of the most deprived areas in the country. The majority of these are in the east of the borough, which is populated predominantly by Black and minority ethnic communities and characterised by among other things:</p> <ul style="list-style-type: none"> <li>• higher than average levels of unemployment</li> <li>• lower levels of skills and qualifications</li> <li>• lower than borough average rate of self-employment</li> </ul> <p>At 9.7%, the Job Seekers Allowance claim rate for young people aged 18 – 24 in Haringey is higher than for any other age group and higher than the London and national averages at 6.4% and 6.8% respectively</p> <p>The employment rate for disabled people locally is 29.4% compared to 60.5% for the general population aged 16-64. Reducing the Employment Support Allowance and Incapacity Benefit is an important Council target in line with the government's Welfare to Work agenda</p>	<p>JSA Claimant rates by gender, ethnicity and ward</p> <p>Young people Not in Education, Employment or Training (NEETs) by ward, ethnicity and vulnerable group (including disabled people and young people)</p>
2. To ensure that our housing allocation processes do not negatively impact on any of the protected groups	<p>Haringey introduced a revised housing allocations policy in 2010-11 and this objective will consider allocation of properties across the protected groups with a focus on addressing homelessness.</p> <p>This is key already because:</p> <ul style="list-style-type: none"> <li>• Almost 50% of people in priority housing need are lone female parents</li> <li>• 40% of people in priority housing need are young people aged 16-24</li> <li>• 34% of people in priority housing needs are Black or Black British – three times their size in the local population</li> </ul>	<p>The number of female lone parent applicant households accommodated by the authority as at 31 March 2012 (source: P1e section E6a)</p> <p>The number of applicant households aged 16-24 in priority need accepted (source: P1e section E1b)</p> <p>The proportion of Black or Black British (including African, Caribbean or any other black background) applicant households for which decisions were taken. (source: P1e section E1)</p>



Provision of services		
Equality objective	Rationale	Performance measures
<p>3. To narrow the gap amongst the following under-performing groups</p> <ul style="list-style-type: none"> <li>- African, Caribbean, Turkish and Kurdish pupils</li> <li>- Turkish and Kurdish pupils</li> <li>- Children eligible for Free School Meals</li> <li>- Boys</li> <li>- Looked After Children</li> </ul>	<p>The following groups under-perform in schools at all key stages</p> <ul style="list-style-type: none"> <li>• African, Caribbean, Turkish and Kurdish pupils</li> <li>• Children eligible for Free School Meals</li> <li>• Boys</li> <li>• Looked After Children (LAC)</li> </ul>	<p>The percentage of EYFS children eligible for FSM/ African, Caribbean, Turkish and Kurdish pupils/Boys/LAC who achieve a good level of development</p> <p>Key Stage 2 (Age 11) results for pupils eligible for FSM/ African, Caribbean, Turkish and Kurdish pupils/Boys/LAC (% attaining level 4+ in both English and maths)</p> <p>The percentage of pupils eligible for FSM/African, Caribbean, Turkish and Kurdish pupils/Boys/LAC attaining 5+ A* - C grades (including English and maths) at GCSE</p>
<p>4. To improve early maternity services booking rate, particularly for pregnant African women</p>	<p>Black African women book later than the recommended 12 weeks of completed pregnancy for maternity care</p>	<p>Maternity access at 12 weeks (source: NHS North Central London)</p>
<p>5. To reduce the gap in male life expectancy between the east and the west of the borough</p>	<p>In Haringey as a whole, male life expectancy is on average 6.8 years shorter than female.</p> <p>Male life expectancy is also, on average, nearly 9 years shorter in the east than in the west of the borough.</p> <p>Known contributors to early death include:</p> <ul style="list-style-type: none"> <li>• smoking</li> <li>• low physical activity</li> <li>• alcohol misuse</li> <li>• cardiovascular disease cancer</li> </ul>	<p>Male mortality rate</p> <p>&lt;75 cardiovascular disease (CVD) mortality rate</p> <p>&lt;75 cancer mortality rate</p> <p>4 week smoking quitters</p>
<p>6. To further support young people who are victims of crime</p>	<p>People aged 17 - 20 are more likely than others to be victims of crime especially as a percentage of the local population</p>	<p>To be confirmed.</p>



Employment of staff		
Equality objective	Rationale	Performance measures
7. To produce and publish a headcount profile of the Council's workforce covering equalities protected characteristics*, analysing and evaluating these and taking appropriate corrective action	<p>The Council's aim in employment is to ensure equality of opportunity in all aspects of the employment cycle.</p> <p>Further work is required across all employment practices to comply with the Equality Act 2010. This work will be detailed in the action plan of this EqIA, and monitored through the Equality Board Work Programme.</p>	A workforce that represents Haringey's communities

\*where data is available

Procurement and commissioning		
Equality objective	Rationale	Performance measures
8. To promote the Equal Opportunity Policy through procurement and commissioning	<p>The Council's Voluntary Sector Strategy 2011-2016 recognises that it needs to do more to ensure equality of access to as many voluntary organisations as possible.</p> <p>In 2010/11 only 250 of the 1600, representing 16% of the 1600 groups in the borough, accessed Council funding.</p> <p>Equality training was identified in the EqIA as key to ensuring an equitable delivery of the Voluntary Sector Strategy 2011 – 2016.</p>	<ul style="list-style-type: none"> <li>• Voluntary Sector Investment Fund implemented to provide fairer access to voluntary organisations and community groups</li> <li>• Equality training guide in place</li> <li>• Supplier charter that includes equalities goals implemented</li> <li>• Procurement/ commissioning opportunities advertised widely</li> </ul>



## Appendix C

### Equal Opportunities Policy Consultation Nov 2011-Jan 2012 Summary Report

A full report detailing the Council's response to the consultation feedback, which includes all of the consultation responses and a council response, is available at [www.haringey.gov.uk/equaloppspolicy](http://www.haringey.gov.uk/equaloppspolicy).

#### a) Consultation Process

This consultation concerned two areas of Haringey's Equal Opportunities Policy. The first part of the consultation looked at the Equal Opportunities Policy and related equalities objectives. We received responses from the Haringey Disability First Consortium, Haringey Women's Forum, Wise Thoughts, Stonewall Housing, Haringey Forum for Older People and Irish Traveller Movement Britain. A consultation session with community and voluntary sector groups was also attended by Haringey Race Equality Council, Haringey's Women's Forum, and Haringey Community & Police Consultative Group. The second part of the consultation looked at the Equal Opportunities Staff Handbook.

Our questionnaire had a total of 22 responses, with 10 from residents, one on behalf of a business organisation, four on behalf of a community group/organisation, and seven Council employees. Two staff events to discuss the Equal Opportunities Staff Handbook were attended by 29 members of staff (17 staff, 12 managers).

#### b) Summary of Responses

General suggestions and comments regarding the policy were:

- Community groups would like to work more with the Council in this area
- Some wanted more tangible outcomes and targets from the policy, some also felt that measuring and publicising the outcomes of EqlAs could be improved.
- There was concern over the move away from the social model of disability in the policy
- We should continue to collect staff data on sexual orientation and religion – set an example
- The importance of staff training was raised and its impact on improving access to services emphasised.

#### c) Overview of public responses

In general, comments about the policy were the objectives were positive and constructive. Of the online questionnaire more people supported each objective than not. We received numerous comments and suggestions for each equality objective, but with little or no consensus around the addition of any new objectives.



#### d) Summary of changes

A brief summary of some of the issues raised and changes made to the proposed equality objectives as a result of the consultation is given below.

Equality Objectives	Response
Housing	<ul style="list-style-type: none"> <li>• The three draft objectives have been merged to form a single broad objective which will consider allocation of properties across the protected groups, with a focus on addressing homelessness.</li> <li>• Other suggested objectives from respondents included supporting people with mental health issues; addressing affordable housing and supporting disabled people in independent living. Their absence from the set of objectives does not mean these issues have been ignored. They have been included in the Homelessness strategy delivery plan.</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• Environment objectives have not been included in the final list of objectives as actions around these objectives fall under the Greenest Borough Strategy which will be reviewed towards the end of the calendar year. We will consider any potential equality objectives for environment when we review the objectives next year.</li> <li>• Other suggested objectives from respondents included ensuring public spaces are safe and accessible. Their absence from the set of objectives does not mean these issues have been ignored as many actions in these areas are already underway, for example through the Local Implementation Plan. Suggestions have been passed to service heads for consideration as part of future service planning.</li> </ul>
Health	<ul style="list-style-type: none"> <li>• Improving early maternity services booking rates for pregnant African women and increasing male life expectancy in the east of the borough will be included as equalities objectives. We did not take forward the objective to improve early maternity services bookings for pregnant women under 20. This is because data has highlighted that targeting low booking rates for African women will have a greater impact on reducing the infant mortality rate. We will review whether to include this as an equality objective for next year following analysis of the latest data.</li> <li>• In addition mental health and teenage pregnancy were highlighted as issues in the consultation. While these will not be taken forward as equalities objectives this year, they are both included as priorities in the Health and Wellbeing Strategy and progress will be monitored through that strategy. We will review whether to include them as equality objectives for next year.</li> </ul>
Education	<ul style="list-style-type: none"> <li>• As the three draft objectives are integrally linked, they have been merged to form a single objective.</li> <li>• Other suggested objectives from respondents included tackling sexualised and homophobic bullying; supporting children with specific learning disabilities and supporting gifted and talented children from low income backgrounds to attain places in elite universities. These issues are being taken forward within existing service delivery plans.</li> </ul>
Crime	<ul style="list-style-type: none"> <li>• This objective has been amended to focus on young people. This is due to analysis of available data.</li> <li>• Sexual violence has been removed as a needs assessment of levels of domestic and gender based violence is under way, due for completion by the beginning of April 2012. The needs assessment will help us to identify specific issues where further action is required. We will consider whether to include this as an equality objective for next year when we review the objectives.</li> </ul>



Equality Objectives	Response
	<ul style="list-style-type: none"> <li>Many of the suggestions made by respondents have been identified as strategic priorities in the Community Safety Strategy and will be included in the delivery plan which is currently being updated.</li> </ul>
Unemployment	<ul style="list-style-type: none"> <li>The three draft objectives have been merged to form a single objective. The wording of the objective has now been amended to specifically mention BME, young people and disabled people and this partly reflects the feedback received on this issue.</li> <li>Other suggested objectives from respondents included support for disabled people in the workplace. Disabled people have historically been and will remain a focus of Council run employment programmes. All Council contractors delivering employment support services are required to ensure that 10% of the people they work with are disabled. The Council's staff handbook mentions that the Council will ensure accessible workplaces for disabled employees, making reasonable adjustments to facilitate disabled people.</li> </ul>
Voluntary Sector	<ul style="list-style-type: none"> <li>This objective has been removed as the Council is undertaking a review of its community building portfolio aimed at better supporting a vibrant voluntary sector. This will also involve the review of access to other council premises within schools, housing, parks and leisure, alongside a wider audit of premises across the borough. The Council notes the comments from the consultation and suggested equality objectives. This feedback is welcomed, and will be taken into account as part of the review.</li> <li>Action regarding the voluntary sector will also be taken forward through our procurement equality objective, below.</li> </ul>
Employment of Staff	<ul style="list-style-type: none"> <li>An objective 'To produce and publish a headcount profile of the Council's workforce covering equalities protected characteristics, analysing and evaluating these and taking appropriate corrective action' (where data is available) was added following consultation with staff.</li> </ul>
Procurement	<ul style="list-style-type: none"> <li>The actions included in the consultation will be taken forward under a new procurement objective "To promote the Equal Opportunity policy through procurement and commissioning" which will focus on putting in place a supplier charter, implementing the voluntary and community sector commissioning framework, and producing an equality training guide.</li> </ul>

#### e) Overview of staff responses

- The guaranteed interview scheme for disabled applicants should continue
- Ensure transparency and consistency in the recruitment process
- Concern over generic job descriptions and applications for jobs arising through shared services
- Many staff felt they had not had sufficient equalities training, some managers felt that they would also benefit from a greater understanding of equalities issues to help them manage staff
- Cultural awareness and an understanding of diversity issues were seen as important, particularly in frontline areas. How are different groups affected by the cuts? Have soft skills i.e. community languages, been lost through staff reductions?
- Staff agreed that the rights in the handbook were comprehensive; many, but not all, were aware of them. Practical examples could illustrate how they affect staff
- Staff agreed that the council shouldn't collected data on sexuality and religion



- There is a need to consider how we apply equality policies to contractors as we increasingly become a commissioning body.

These issues are being taken forward by Human Resources through the staff handbook and business plans as appropriate.





## Equalities Impact Assessment Summary Report

The EqIA shows that the proposed corporate equality objectives are likely to reduce the barriers for protected groups in relation to the areas covered: employment, housing, crime, education, health, employment of staff and procurement and commissioning. Actions to achieve the objectives are included in our key strategies and business plans. We will set targets based on relevant performance measures which will be monitored at the Council's Corporate Equality Board and included in the Council's performance reports.

Below is a summary of the issues raised in the EqIA which are not covered by the proposed objectives and which are likely to produce no change or to increase barriers for protected groups. Actions have been identified to address these issues.

Issue	Evidence of likely adverse impact	Action required	Lead service	Timescale
Data collection and analysis	BME, young people and single female households overrepresented in homelessness and on the housing register.	Monitor needs of people with mental health needs in relation to housing	Housing	To be confirmed
	Carry out a needs assessment of the Gypsy, Roma and Traveller (GRT) community covering housing, employment, education, health (including maternity care) issues etc	Carry out a needs assessment of the Gypsy, Roma and Traveller (GRT) community	Strategy and Business Intelligence	2012/13
	High level of drug misuse mainly among people in their 20s and BME people. 67% of drug users are unemployed	Monitor levels of drug misuse by people in their 20s from BME communities	Public Health	2012/13





Issue	Evidence of likely adverse impact	Action required	Lead service	Timescale
	<p>The EqIA has identified a gap in the data regarding the educational achievement of children and young people with disabilities.</p> <p>In future the Schools Census will be used to identify children and young people with disabilities and monitor their attainment.</p>	Monitor educational achievement of children and young people with disabilities	Children & Young People	2012/13
Update/ review of equality objectives	<i>Data shows that:</i>	<i>When the equality objectives are reviewed, consider inclusion of:</i>		2013/14
	There needs to be more analysis under the data for hate crime in order to identify harassment and incidents.	Hate crime (NB Included in Community Safety Strategy)	Community Safety	
	The under-18s pregnancy rate increased in 2010 (now the highest in England and Wales).	Teenage pregnancy (NB Included in Health & Wellbeing Strategy)	Public Health	
	<p>A total of 43,000 children, 2,583 have mental health needs, set to increase to 2,650 by 2013.</p> <p>High levels of mental health illness in the east of the borough: 46% of schizophrenia admissions and 39% of bipolar are Black British. Need for in-service severe mental illness is 60% higher than England average but similar to London.</p>	Mental health (NB Included in Health & Wellbeing Strategy)	Public Health	





Issue	Evidence of likely adverse impact	Action required	Lead service	Timescale
	More people in the west of the borough have dementia.			
<b>Provision of services</b>				
<b>Health</b>	See evidence above re: under-18s increased pregnancy rate in 2010	Work with schools to reduce levels of teenage pregnancy (In Health & Wellbeing Strategy)	Public Health	2012/13
	Men in the east of Haringey die nine years younger than men in the west. Turkish, Bangladeshi and Irish men are heavy smokers, impacting on life expectancy.	Include Turkish, Bangladeshi and Irish men in the target groups for action on smoking (to be considered for inclusion Health & Wellbeing Strategy)	Public Health	To be confirmed
<b>Crime</b>	Almost half of the crime is male on female. Violent and sexual crime types by men against women represent 56.2%, many of these incidents relate to domestic violence. Northumberland Park Seven Sisters and Noel Park have a rate greater than twice the Borough average.	Update Domestic and Gender based Violence action plan to address needs of people experiencing domestic and gender based violence	Strategy and Business Intelligence	2012/13
<b>Employment</b>	The female employment rate is 53.1% currently the lowest it has been since the data series began and is lower than the London and England.	Monitor impact of employment initiatives on women	Economic Regeneration	2012/13